EXHIBIT 4

TO

PLAINTIFF'S

AMENDED AND RESTATED COMPLAINT

EOC Form 161 (10/96)

cc:

Adecco

Case 3:05-cv-00398-CSC Document Opportunity Commission Filed 07/01/2005

Page 2 of 2 DISMISSAL AND NOTICE OF RIGHTS

To: Ms. Amy Shoemake 1816 68th Avenue, SW Lanett, Alabama 36863 From: Birmingham District Office 1130 22ND Street, South, Suite 2000 Birmingham, AL 35205

ĵ	1	On behalf of person(s) aggrieved whose identity is CONFIDENTIAL (29 CFR § 1601.7(a))		
Charge No	э.	EEOC Representative	Telephone No.	
- 130-2005	-00219	Booker T. Lewis, Supervisor	(205) 212-2115	
THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:				
The facts alleged in the charge fail to state a claim under any of the statutes enforced by t		The facts alleged in the charge fail to state a claim under any of the statut	es enforced by the EEOC.	
r.	,]	Your allegations did not involve a disability that is covered by the Americans with Disabilities Act.		
ſ]	The Respondent employs less than the required number of employees or is not otherwise covered by the statues.		
L T)]	We cannot investigate your charge because it was not filed within the time limit required by law.		
[]	Having been given 30 days in which to respond, you failed to provide information, failed to appear or be available for interviews/conferences, or otherwise failed to cooperate to the extent that it was not possible to resolve your charge.		
ſ]	While reasonable efforts were made to locate you, we were not able to do so.		
ſ	1	Now had 20 days to aggest a reasonable settlement offer that afford full relief for the harm you alleged.		
[[X] The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the informatio obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.			
.[]	The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.		
[]	Other (briefly state)		
- NOTICE OF SUIT RIGHTS - (See the additional information attached to this form.)				
and of in fede based (your ri ral or : on this	Americans with Disabilities Act, and/or the Age Discrimination in Employer to sue that we will send you. You may file a lawsuit against the restate court. Your lawsuit must be filed <u>WITHIN 90 DAYS</u> from your charge will be lost. (The time limit for filing suit based on a state claim to the court within 2 years.)	oyment Act: This will be the only notice of dismissal pondent(s) under federal law based on this charge receipt of this Notice; otherwise, your right to sue m may be different.)	
Equal underp	paymei	it. This means that back pay due for any violations that occurred mor	e than 2 years (3 years) before you file suit may not	
		On behalf of the Commission		
		On Behalf of the Congingation	3-31-2005	
Enclosure(s) Bernice Williams-Kimbrough, District Director			C . M. 11.33	